

**Here is my opinion on the current election rules. Basically, they are unfair to employers and team members. If a union wants to win an election, let them try to do that fair and square, without slanting the playing field in their favor.**

1. Require in-person signatures on authorization cards, not electronic signatures
2. Allow individuals to choose whether to give personal contact info to union organizers
3. Eliminate the waiver element of the Statement of Position and allow employers a full opportunity to raise issues during a hearing
4. Require a minimum campaign period of 40 days prior to an election
5. Decide bargaining unit and voter eligibility issues before an election
6. Allow employers at least 14 days to retain legal counsel and prepare for any Board hearing.
7. Guarantee post-election Board review